

We're Caring for Our Community; UW Needs to Care for Us

We are united in this difficult time to care for our community. While many people are practicing social distancing, we are coming to work every day to ensure our community gets the care they need. We know that puts us and our families at greater risk for exposure. The University of Washington could ease the burden we carry by agreeing to common sense protections that would provide peace of mind for many of us.



"As we enter the possible peak of this pandemic in this nation, we are unwaveringly committed to continuing to give our patients and community the safest, cleanest, most effective and efficient service possible. We do this with pride, knowing that our services are making our patients healthier and giving them a fighting chance. Every night at 8:00pm, I hear downtown Seattle cheer for our healthcare workers because we know that without us, there is no fighting chance. What those proud people cheering do not know is that we as workers are fighting our own management to receive functional and timely communication and proper PPE — including masks. Every time our management does not communicate important information to us or give us proper PPE without making us feel like we are needy for asking, is time taken away from fighting

for our patients. UW needs to agree to our proposals and help us continue to properly fight for our patients and community."

Saul Hudacin, Pharmacy Technician, Inpatient Pharmacy

We're standing together to demand protections around pay, benefits and redeployment

The healthcare needs of our community have changed due to COVID-19. Many procedures have come to a halt and some of our units are empty, as we have discharged patients in anticipation of a surge of COVID-19 patients. We are adjusting to the new reality and understand we will need to be available for reassignment to meet our patients' greatest needs. We have been bargaining for a month with the University of Washington to ensure that we are ready to care for our community and to ensure our families and ourselves are protected. We urgently need protections for pay and benefits during COVID, as well as protections and fairness during deployment.



"In this time of uncertainty, workers like myself day after day are rising to the occasion. We are asking that leadership at all levels do the same by breaking down any barriers needed for healthcare workers to do what we do best while ensuring our safety. We are doing everything we can, both on the front lines of care and at the

table with management." **Katy Brehe, RN, TSICU**

Using our union voice to keep administration accountable

The University of Washington administration refuses to ensure the same common-sense protections that other health systems like MultiCare, CHI Franciscan, and Swedish-Providence have already committed to do for their employees. At UW town hall meetings we hear administrators say they will do the right thing and keep us whole when we are sick, but administration continues to bring proposals that would limit our ability to be compensated if we get sick. Even worse, some of us are still being told we must use our own sick time instead of being placed on paid administrative leave. If you believe you have not been paid correctly during the COVID-19 pandemic, contact your delegate or organizer.

Administrators have sent emails calling on us to quietly accept any changes to our working conditions and to just do what we are told. Some of us have already received emails and calls telling us we will be redeployed with minimal training until August. During that time we have been told our FTE is not guaranteed and that we may have variable shifts. This is unacceptable. We are ready to be flexible, but we demand our FTEs are met and that we will not be mandatorily placed on call.



"The University of Washington wants to redeploy my co-workers into other units, greatly increasing their chances of contracting COVID-19, but they have yet to sign an agreement that ensures safety for their staff. I am deeply concerned about the wellbeing of everyone involved." **Nike Jawando-Williams, IONM, Executive Board Member**

Union member scenarios and benefits available

In absence of UW stepping up to provide the economic security enjoyed by our peers at institutions across King County, we must now look to State and Federal safety nets for healthcare workers. Please contact your delegate or organizer if you have questions about benefits available to you or your family.

1199NW Member Scenario	PFMLA	LOI	UI	Federal Paid Sick Leave and FMLA	CARES
Live Care			✓		✓
Department Closed, no other work available			✓		✓
Department Closed, Suspende'd in-kind work			Depends why rejected		Depends why rejected
Per Diem, Not receiving typical hours			✓		Probably
Immunocompromised	Possibly, if you're able to work and UI		✓		✓
Dependent is immunocompromised	Possibly				✓
Quarantined		✓	✓	✓	✓
Sick with COVID-19	✓	✓		✓	✓
Child Care closures			Depends on if you can work, e.g. remotely	✓	If Primary Caregiver and cannot work remotely



"I love being a nurse and taking care of patients, but I also need to take care of myself. I am a diabetic and have asthma —

like many other employees we are compromised during this crisis. UW needs to protect us."

Olga Ramirez, RN, 3E

Childcare options for healthcare workers

Many of us are struggling to find the child care we need. King County is stepping up to expand child care options specifically for healthcare workers in this time. We are proud to support elected officials like King County Executive Dow Constantine who are leading efforts to ensure healthcare workers in our County have the support we need. [You can apply](#) for emergency child care by filling out an interest form from the Seattle Department of Education & Early Learning here.



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